

Oregon Fire Recruitment Network

January 25, 2017

Location: Forest Grove Fire District
1919 Ash Street
Forest Grove, OR 97116
1:30pm

Call To Order – Called meeting to order at 1340 Hours:

In Attendance:

Jennifer Motherway – Columbia River Fire & Rescue/Scappoose Fire

Matt Aalto – Gaston Fire Department

Paul Lenz – Knappa Fire

Tad Buckingham – Forest Grove Fire District

Boa Warren – Siuslaw Valley Fire

Discussion Topics:

Old Business:

- Fee Based Service – We had discussed a sliding scale fee base to charge agencies, however more discussion is needed to establish said details. We should come up with a general fee for an annual subscription. \$50 per year for each agency might be an ideal starting point to offer the OFRN site/subscription. Should include a member to attend meetings....what do they get for their \$50 annual fee? Suggested a committee get together to create a fee schedule and details to press forward. Possibly need to charge more for folks interested from out of state, say \$75 vs. \$50. Matt Aalto is the elected chairman for that committee. We made a motion to charge a \$100 fee per agency starting at the beginning of the calendar year annually. The next step is for Matt Aalto to send the designated fee level/description.
- Recruitment Conference/Classes are going to be the most valuable way to reach people across the state of Oregon.
- We need to add a “thank you” to those agencies who have donated/supported the function of the OFRN as an agency. Maybe mail them a “beginners guide to recruitment and retention”. We need to glean that into a package to provide.
- Newsletter – need to send a newsletter to each agency registered under the Oregon Fire Chief’s via snail mail to get the word out. We will include a letter plus information, including our numbers/facts/photos/etc. Add if you are interested, head to the website and add the “I am Interested Box”. Let’s host a workshop and or meet and greet so people can sign up there as well. Jennifer will draft a letter and work on a newsletter and get approval from the group.

The idea is to get this out by the end of March. We do need to get a database that has a list of mailing addresses so we can do this. The deadline is February 15th to get the draft ready to go.

OFIA Conference is April 6th thru 8th – Hector connected us with contacts via email and we will follow up ASAP to see if anyone can sit at the booth.

OVFA Conference is in June in Lebanon and Nick Tyler will get us on the calendar to teach a recruitment & retention class.

OFDDA – need to reach out to see about getting on their schedule for an upcoming meeting or possible training.

SDAO – Tad Buckingham will work with them to get on the agenda for their next meeting/conference.

Payments – We need to discuss going forward how we pay for the website, any mailings, and other expenses that come up. Once the fee based program is in effect

Website Updates – Be sure to check the website to make sure your photo/details match, or if you have anything add, please contact Matt Aalto.

If you see a dead link, let us know. If you want to see more details or information speak up. If you want more training files or any additional files, send them to Matt so we can get those added to the site as well. Maybe bring a thumb drive so Matt can upload those if you are willing to share them. We need to keep building the site and expand on what we currently have. There is a disclaimer on the site stating these are just documents and ideas, it is just a resource to utilize.

New Business:

- We are of the mindset that we need to form our own by-laws at this point in time and Tad will take charge of this and have it out within the next two weeks – February 15th. We have been on the fence for some time if we should fall under the umbrella of another organization and we feel the best fit is the Oregon Fire Chief's, however haven't had the chance or time to get in front of their counsel to discuss it further.
- We would like to move forward with voting for a board, president, vice president, secretary, etc. It is time to move in that direction to be at a higher level.
- Proposal from Tad to see if we can improve our network. It is suggested we divide it into four geographic areas. Let's start with north and south and have a sector Chief if you will so members don't have to travel so far each month for face to face meetings. Let's plan for 1-2x a year for additional group meetings/ideas. Further discussion will occur at the next few meetings.

Round Table:

Forest Grove – Looking at a fire authority with Gaston and Cornelius. Had over 70 applicants, have over 30 that signed up. Looking for maybe 5 or 6 out of that group for Spring 2017 academy. Interviewing for senior intern positions next week also.

Knappa – It's still early in the year, since the start of the grant got 16 new volunteers in and have lost 9.

Siuslaw – Boa started on recruiting the 1st of December, have about 8 new recruits that he has found from a local gym. Working on finding a chaplain. Updated the facebook page, getting a lot of hits. Trying to get a lot more information out on social media which is helping the community a ton.

Gaston Fire – Discussions about compensation/stipend. Throwing out ideas to compensate officers and interns. Looking at throwing out a few more incentives to discuss amongst staff. Always coming up with new ideas. Talking about a lifeflight membership for each member of the organization as a token of appreciation.

Columbia River Fire & Scappoose – We have 9 recruits going through the academy starting in January, a lot of interesting changes happening at our agency and a lot of controversial board discussions. However, we do have a great group of volunteers and recruits at this time.

Let's discuss to Tina about hosting on Wednesday, February 22nd at TVF&R.
Adjorned at 3:16pm.